

103^D CONGRESS
1ST SESSION

H. R. 2943

To establish a comprehensive workforce preparation and development system
in the United States.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 6, 1993

Mr. GOODLING (for himself, Mr. GUNDERSON, Mrs. ROUKEMA, Mr. HOEKSTRA, Mr. MCKEON, and Mr. MILLER of Florida) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To establish a comprehensive workforce preparation and
development system in the United States.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Workforce
5 Preparation and Development Reform Act”.

6 **SEC. 2. TABLE OF CONTENTS.**

7 The table of contents is as follows:

- Sec. 1. Short title.
- Sec. 2. Table of contents.
- Sec. 3. Findings and purposes.
- Sec. 4. Funding for implementation grants and technical assistance.
- Sec. 5. Definitions.

TITLE I—FEDERAL RESPONSIBILITIES

Subtitle A—Federal Workforce Preparation and Development Council

- Sec. 101. Establishment.
- Sec. 102. Membership.
- Sec. 103. Co-chairpersons.
- Sec. 104. Duties.
- Sec. 105. Administration.
- Sec. 106. Agency contributions.
- Sec. 107. Report.

Subtitle B—National Advisory Board on Workforce Preparation and Development

- Sec. 111. Establishment.
- Sec. 112. Membership.
- Sec. 113. Terms.
- Sec. 114. Compensation.
- Sec. 115. Chairperson.
- Sec. 116. Duties.
- Sec. 117. Administration.
- Sec. 118. Termination.

Subtitle C—Federal Waiver Authority for Provisions of Workforce Preparation and Development Programs

- Sec. 121. Waiver authority.
- Sec. 122. Application.
- Sec. 123. Review of application.
- Sec. 124. Approval and disapproval of application.
- Sec. 125. Revocation of waiver.
- Sec. 126. Notification of inspector general.

Subtitle D—Implementation Grants and Technical Assistance

- Sec. 131. Authority.
- Sec. 132. Use of amounts.
- Sec. 133. Allocation requirement.

TITLE II—STATE RESPONSIBILITIES

Subtitle A—State Human Resource Investment Council

- Sec. 201. Establishment.
- Sec. 202. Chairperson.
- Sec. 203. Duties.
- Sec. 204. Administration.

Subtitle B—Unified Single State Plan

- Sec. 211. Establishment.
- Sec. 212. Contents.
- Sec. 213. Annual reports.

Subtitle C—Unified Service Areas

- Sec. 221. Establishment.
- Sec. 222. Criteria.

Subtitle D—Local Workforce Development Boards

- Sec. 231. Establishment.
- Sec. 232. Membership.
- Sec. 233. Chairperson.
- Sec. 234. Duties.
- Sec. 235. Unified local plan.
- Sec. 236. Annual reports.

Subtitle E—Community Job Resource Centers

- Sec. 241. Purpose.
- Sec. 242. Establishment.
- Sec. 243. Duties.
- Sec. 244. Contribution of resources.

TITLE III—CONFORMING AMENDMENT TO WAGNER-PEYSER ACT

- Sec. 301. Conforming amendment.

TITLE IV—EFFECTIVE DATE AND TRANSITION

- Sec. 401. Effective date.
- Sec. 402. Transition provisions.

1 SEC. 3. FINDINGS AND PURPOSES.

2 (a) FINDINGS.—The Congress finds that—

3 (1) one of our Nation’s greatest economic re-
 4 sources is our workers, who are the most productive
 5 in the world;

6 (2) due to emerging technologies in the work-
 7 place, global competition, the restructuring of work
 8 organizations, the emergence of quality managing,
 9 the loss of many low-skilled jobs, and more frequent
 10 job and career shifts, American workers will need to
 11 enhance their skills now and on a continuing and
 12 lifelong basis;

13 (3) because our education and training pro-
 14 grams have been developed independently of each
 15 other over many years, there is no national strategy

1 for a coherent, well-coordinated workforce prepara-
2 tion and development system;

3 (4) most of the pieces needed to develop a co-
4 herent workforce preparation and development sys-
5 tem exist at the Federal, State, and local levels, and
6 therefore massive new programs are not necessary;

7 (5) a strategic planning process is needed at all
8 levels of government to rationalize the use of re-
9 sources from numerous Federal education and train-
10 ing programs to ensure that each program contrib-
11 utes to a well-designed, high performance workforce
12 preparation and development system;

13 (6) many States and communities are experi-
14 menting with and designing workforce preparation
15 and development systems responsive to their needs,
16 and Federal efforts must enhance and encourage
17 their efforts, and not prescribe a single national so-
18 lution;

19 (7) the private sector must be viewed as a criti-
20 cal partner in the workforce preparation and devel-
21 opment system; and

22 (8) the public, which funds and uses workforce
23 preparation and development programs, should hold
24 the system accountable to high standards of per-
25 formance.

1 (b) PURPOSES.—The purposes of this Act are—

2 (1) to establish a framework at the Federal,
3 State, and local levels to develop a strategic planning
4 process and a coordinated, coherent administrative
5 structure for programs that prepare youths and
6 adults for the workplace;

7 (2) to encourage States and local communities
8 to develop strategic, collaborative leadership in the
9 planning and administration of Federal workforce
10 preparation and development programs to ensure
11 that such programs are responsive to the needs of
12 individuals desiring such services, workers, the com-
13 munity, and business and industry, as well as result-
14 ing in the elimination of fragmentation and duplica-
15 tion between workforce preparation and development
16 programs;

17 (3) to provide States and communities in-
18 creased flexibility in the design of a comprehensive
19 workforce preparation and development system by
20 waiving legislated and regulatory mandates of indi-
21 vidual workforce preparation and development pro-
22 grams, thereby allowing State and local innovation
23 and experimentation;

24 (4) to encourage communities to establish com-
25 munity job resource centers to serve as easily acces-

1 sible and recognized single points of entry into the
2 local workforce preparation and development system
3 where youths and adults may receive information
4 and assistance about the local labor market and re-
5 lated career opportunities, and assistance in entering
6 the appropriate workforce preparation and develop-
7 ment program;

8 (5) to expand and improve the quality and effi-
9 ciency of services provided under workforce prepara-
10 tion and development programs, particularly for in-
11 dividuals eligible for services under such programs
12 who have significant barriers to employment;

13 (6) to hold workforce preparation and develop-
14 ment programs accountable for providing high qual-
15 ity services; and

16 (7) to improve access to information regarding
17 career opportunities, eligibility for services, program
18 availability, and program performance through ex-
19 pansion of State and local management information
20 systems and improved and compatible data collec-
21 tion.

22 **SEC. 4. FUNDING FOR IMPLEMENTATION GRANTS AND**
23 **TECHNICAL ASSISTANCE.**

24 From amounts appropriated after the date of the en-
25 actment of this Act for each of the fiscal years 1994

1 through 1998 to carry out part D of title IV of the Job
2 Training Partnership Act (29 U.S.C. 1731 et seq.) and
3 to establish and operate one-stop career centers, the fol-
4 lowing amounts shall be made available for each such fis-
5 cal year to provide implementation grants and technical
6 assistance to States under subtitle D of title I:

7 (1) \$7,500,000 from amounts appropriated to
8 carry out part D of title IV of the Job Training
9 Partnership Act.

10 (2) \$42,500,000 from amounts appropriated to
11 establish and operate one-stop career centers.

12 **SEC. 5. DEFINITIONS.**

13 For purposes of this Act, the following definitions
14 apply:

15 (1) **ADVISORY BOARD.**—The term “Advisory
16 Board” means the National Advisory Board on
17 Workforce Preparation and Development established
18 in accordance with subtitle B of title I.

19 (2) **LOCAL BOARD.**—The term “Local Board”
20 means the Local Workforce Development Board es-
21 tablished in accordance with subtitle D of title II.

22 (3) **SCHOOL-TO-WORK TRANSITION PRO-**
23 **GRAMS.**—The term “school-to-work transition pro-
24 grams” means those programs which—

1 (A) provide integrated academic and occu-
2 pational learning, integrated school-based and
3 work-based learning, and establish linkages be-
4 tween secondary and postsecondary education;

5 (B) result in the achievement by students
6 of academic and occupational skills, workplace
7 readiness competencies, and experience in the
8 workplace; and

9 (C) include programs such as—

10 (i) youth apprenticeship programs;

11 (ii) technical preparation programs es-
12 tablished under the Carl D. Perkins Voca-
13 tional and Applied Technology Education
14 Act (20 U.S.C. 2301 et seq.);

15 (iii) cooperative education programs;

16 (iv) high school career academies; and

17 (v) career awareness and exploration
18 programs.

19 (4) SERVICE DELIVERY AREA.—The term
20 “service delivery area” means the area established
21 under section 101 of the Job Training Partnership
22 Act (29 U.S.C. 1511).

23 (5) STATE.—The term “State” means any of
24 the several States, the District of Columbia, the
25 Commonwealth of Puerto Rico, the Commonwealth

1 of the Northern Mariana Islands, American Samoa,
2 Guam, the Virgin Islands, the Federated States of
3 Micronesia, the Republic of the Marshall Islands,
4 and Palau.

5 (6) STATE COUNCIL.—The term “State Coun-
6 cil” means the State human resource investment
7 council established in accordance with subtitle A of
8 title II.

9 (7) WORKFORCE PREPARATION AND DEVELOP-
10 MENT PROGRAMS.—The term “workforce prepara-
11 tion and development programs” means programs
12 under any of the following provisions of law:

13 (A) The Carl D. Perkins Vocational and
14 Applied Technology Education Act (20 U.S.C.
15 2301 et seq.).

16 (B) The Job Training Partnership Act (29
17 U.S.C. 1501 et seq.).

18 (C) The Wagner-Peyser Act (29 U.S.C. 49
19 et seq.).

20 (D) The Job Opportunities and Basic
21 Skills Training Program authorized under part
22 F of title IV of the Social Security Act (42
23 U.S.C. 681 et seq.).

24 (E) The Adult Education Act (20 U.S.C.
25 1201 et seq.).

1 (F) The Rehabilitation Act of 1973 (29
2 U.S.C. 701 et seq.).

3 (G) Chapter 2 of title II of the Trade Act
4 of 1974 (19 U.S.C. 2271 et seq.).

5 (H) Section 6(d)(4) of the Food Stamp
6 Act of 1977.

7 (I) Veterans vocational training programs
8 authorized under chapter 106 of title 10, Unit-
9 ed States Code, and chapters 30, 31, 32, and
10 35 of title 38, United States Code.

11 (J) Federal school-to-work transition pro-
12 grams.

13 (K) Title IV of the Higher Education Act
14 of 1965 (20 U.S.C. 1070 et seq.).

15 (L) Chapter 1 of title I of the Elementary
16 and Secondary Education Act of 1965 (20
17 U.S.C. 2701 et seq.).

18 (M) Other Federal employment, education,
19 or training programs, identified and determined
20 appropriate by the Federal Council.

1 **TITLE I—FEDERAL**
2 **RESPONSIBILITIES**
3 **Subtitle A—Federal Workforce**
4 **Preparation and Development**
5 **Council**

6 **SEC. 101. ESTABLISHMENT.**

7 There is established the Federal Workforce Prepara-
8 tion and Development Council (in this Act referred to as
9 the “Federal Council”).

10 **SEC. 102. MEMBERSHIP.**

11 The Federal Council shall be composed of the follow-
12 ing members or their designees:

- 13 (1) The Secretary of Labor.
14 (2) The Secretary of Education.
15 (3) The Secretary of Health and Human Serv-
16 ices.
17 (4) The Secretary of Commerce.
18 (5) The Director of the Office of Management
19 and Budget.
20 (6) The heads of such other Federal agencies as
21 the President may designate.

22 **SEC. 103. CO-CHAIRPERSONS.**

23 The Secretary of Labor and the Secretary of
24 Education shall serve as co-chairpersons of the Federal
25 Council.

1 **SEC. 104. DUTIES.**

2 The Federal Council shall—

3 (1) based upon the recommendations of the Ad-
4 visory Board, develop a strategic plan to ensure that
5 workforce preparation and development programs
6 contribute to a coherent workforce preparation and
7 development system in the United States;

8 (2) based on the experience of States in using
9 waivers of Federal rules and regulations, make rec-
10 ommendations to appropriate Federal agencies relat-
11 ing to changes in such rules and regulations govern-
12 ing workforce preparation and development pro-
13 grams to ensure consistent interpretation, guidance,
14 and coordination of such programs across Federal
15 agencies;

16 (3) develop criteria for approving unified single
17 State plans containing waiver requests of Federal
18 rules, regulations, and provisions of law governing
19 workforce preparation and development programs;

20 (4) review and approve or disapprove such
21 State plans;

22 (5) provide grants and technical assistance to
23 States for the purpose of implementing such State
24 plans, as appropriate;

25 (6) evaluate the performance of States in imple-
26 menting unified single State plans and the results of

1 waivers of Federal rules, regulations, and provisions
2 of law governing workforce preparation and develop-
3 ment programs in meeting stated goals and objec-
4 tives contained in the State plans;

5 (7) develop recommendations for a common set
6 of core, competency-based outcome measurements
7 that can be used to determine individual and pro-
8 gram performance across workforce preparation and
9 development programs, and which, to the extent
10 practicable, should utilize educational competencies
11 and skill standards, and, at a minimum, should
12 measure—

13 (A) academic competency attainment and
14 gains of program participants;

15 (B) occupational competency attainment
16 and gains of program participants;

17 (C) employment or educational continu-
18 ation of program participants; and

19 (D) employment retention and earnings of
20 program participants;

21 (8) make recommendations to the Congress on
22 changes needed in Federal legislation to develop a
23 coherent workforce preparation and development
24 system in the United States, including specific rec-
25 ommendations for the elimination of fragmentation

1 and duplication among workforce preparation and
2 development programs and providing for the consoli-
3 dation of similar programs, where appropriate;

4 (9) make recommendations for the consolidation
5 of Federal administration of workforce preparation
6 and development programs, to the maximum extent
7 possible; and

8 (10) oversee the implementation and adminis-
9 tration of this Act.

10 **SEC. 105. ADMINISTRATION.**

11 The Federal Council is authorized—

12 (1) to prescribe such rules and regulations as
13 may be necessary for conducting the business of the
14 Federal Council; and

15 (2) to use the services, personnel, facilities, and
16 information of any Federal agency, State agency,
17 local agency, and private agency or organization,
18 with the consent of such agency.

19 **SEC. 106. AGENCY CONTRIBUTIONS.**

20 Upon request made by the co-chairpersons of the
21 Federal Council, each Federal agency (including the Na-
22 tional Occupational Information Coordinating Committee)
23 is authorized and directed to make its services, personnel,
24 facilities, and information available to the greatest prac-

1 ticable extent to the Federal Council for the purpose of
2 carrying out the duties specified in section 104.

3 **SEC. 107. REPORT.**

4 Not later than 3 years after the effective date of this
5 Act, the Federal Council shall submit to the President and
6 the Congress a report containing—

7 (1) an evaluation of the effectiveness of unified
8 single State plans relating to waivers of provisions of
9 law (and regulations under such provisions) under
10 workforce preparation and development programs,
11 including—

12 (A) the efficiency of services offered to in-
13 dividuals under such programs;

14 (B) the effectiveness of such programs in
15 meeting labor market needs and the needs of
16 businesses for a skilled workforce; and

17 (C) how individuals eligible for services
18 under such programs are impacted, especially
19 with regard to attainment of academic and oc-
20 cupational competencies and job retention;

21 (2) recommendations for a common perform-
22 ance measurement system that States and local sys-
23 tems may use in the development of integrated per-
24 formance measurement systems for all workforce
25 preparation and development systems; and

1 (3) recommendations for the elimination of
2 fragmentation and duplication among workforce
3 preparation and development programs, including
4 recommendations for the elimination or consolidation
5 of duplicative programs where appropriate, and rec-
6 ommendations on the consolidation of Federal ad-
7 ministration of such programs.

8 **Subtitle B—National Advisory**
9 **Board on Workforce Prepara-**
10 **tion and Development**

11 **SEC. 111. ESTABLISHMENT.**

12 There is established a bipartisan National Advisory
13 Board on Workforce Preparation and Development (in
14 this Act referred to as the “Advisory Board”).

15 **SEC. 112. MEMBERSHIP.**

16 (a) IN GENERAL.—The Advisory Board shall be com-
17 posed of the following individuals:

18 (1) 4 members of Congress, of whom—

19 (A) 1 member shall be a Senator, ap-
20 pointed by the majority leader of the Senate;

21 (B) 1 member shall be a Senator, ap-
22 pointed by the minority leader of the Senate;

23 (C) 1 member shall be a member of the
24 House of Representatives, appointed by the ma-

1 jority leader of the House of Representatives;
2 and

3 (D) 1 member shall be a member of the
4 House of Representatives, appointed by the mi-
5 nority leader of the House of Representatives.

6 (2) Such other individuals, appointed by the
7 President, as follows:

8 (A) Individuals who are representatives of
9 business and industry (including small busi-
10 ness), who have expertise and interest in
11 workforce preparation and development and
12 who are selected from among nominees submit-
13 ted by national business organizations and na-
14 tional trade associations.

15 (B) Individuals who are representatives of
16 employees, both organized and nonunion. Rep-
17 resentatives of organized labor shall be selected
18 from among nominees submitted by national
19 labor organizations.

20 (C) Individuals who are experts in the
21 fields of education and job training, including
22 representatives of vocational education, commu-
23 nity and technical colleges, and individuals with
24 knowledge and qualifications with respect to the
25 special educational and career development

1 needs of special populations, including individ-
2 uals with disabilities.

3 (D) Individuals who are representatives of
4 State and local government, including—

5 (i) governors, selected from among a
6 list of nominees submitted by the National
7 Governor’s Association;

8 (ii) members of State legislatures, se-
9 lected from among a list of nominees sub-
10 mitted by the President of the National
11 Conference of State Legislatures; and

12 (iii) locally-elected officials, selected
13 from among a list of nominees submitted
14 by the National Association of Counties
15 and the National Conference on Mayors.

16 (b) ADDITIONAL QUALIFICATIONS.—In making ap-
17 pointments under subsection (a)(2), the President shall—

18 (1) appoint a substantial number of members
19 from among representatives of business and industry
20 under subparagraph (A) of such subsection; and

21 (2) to the extent practicable, ensure that the
22 membership is equitably representative of both the
23 political party of the President and the opposite po-
24 litical party of the President.

1 **SEC. 113. TERMS.**

2 The members of the Advisory Board shall serve for
3 such terms as the President may prescribe.

4 **SEC. 114. COMPENSATION.**

5 (a) IN GENERAL.—Except as provided in subsection
6 (b), each member of the Advisory Board shall serve with-
7 out compensation.

8 (b) TRAVEL EXPENSES.—Each member of the Advi-
9 sory Board shall receive travel expenses, including per
10 diem in lieu of subsistence, in accordance with sections
11 5702 and 5703 of title 5, United States Code.

12 **SEC. 115. CHAIRPERSON.**

13 The Advisory Board shall elect a chairperson from
14 among members who are representatives of business and
15 industry under section 112(a)(2)(A).

16 **SEC. 116. DUTIES.**

17 The Advisory Board shall advise the President and
18 the Federal Council regarding—

19 (1) the development of a strategic plan for a co-
20 herent workforce preparation and development sys-
21 tem, identifying how investment in such a system
22 may contribute to keeping United States business
23 and industry competitive in a global economy;

24 (2) a strategy to tie together the K–12 edu-
25 cation system, workforce preparation and develop-

1 ment programs, and postsecondary education pro-
2 grams into a seamless system of lifelong learning;

3 (3) strategies to link education and training
4 more closely with economic development and job cre-
5 ation;

6 (4) methods to eliminate fragmentation and du-
7 plication among workforce preparation and develop-
8 ment programs and the feasibility of consolidating
9 the Federal administration of such programs;

10 (5) changes that should be made to workforce
11 preparation and development programs to improve
12 their performance, expand services to eligible popu-
13 lations, as well as to the general public, and ensure
14 that such programs are responsive to the changing
15 skill needs of business;

16 (6) the development of a system of core, com-
17 petency-based outcome measures to be used by
18 States to determine individual and program perform-
19 ance across all workforce preparation and develop-
20 ment programs; and

21 (7) the development of a comprehensive occupa-
22 tional and labor market information system that can
23 serve all education and training programs.

1 **SEC. 117. ADMINISTRATION.**

2 The Advisory Board is authorized to use the services,
3 personnel, facilities, and information of the agencies rep-
4 resented on the Federal Council for the purpose of carry-
5 ing out the duties under section 117.

6 **SEC. 118. TERMINATION.**

7 Section 14(a)(2) of the Federal Advisory Committee
8 Act (5 U.S.C. App.) shall not apply with respect to the
9 termination of the Advisory Board.

10 **Subtitle C—Federal Waiver Author-**
11 **ity for Provisions of Workforce**
12 **Preparation and Development**
13 **Programs**

14 **SEC. 121. WAIVER AUTHORITY.**

15 (a) STATE PLANNING AND REPORTING PROC-
16 ESSES.—Notwithstanding any other provision of law, the
17 Federal Council, in accordance with the requirements of
18 this subtitle, may waive provisions of law (or regulations
19 under such provisions) relating to State planning and re-
20 porting processes under workforce preparation and devel-
21 opment programs contained in the unified single State
22 plan submitted under subtitle B of title II for the purpose
23 of consolidating such planning and reporting processes.

24 (b) OTHER PROVISIONS OF LAW.—

25 (1) IN GENERAL.—Notwithstanding any other
26 provision of law, the Federal Council, in accordance

1 with the requirements of this subtitle, may waive
2 other provisions of law (or regulations under such
3 provisions) under workforce preparation and devel-
4 opment programs contained in the unified single
5 State plan submitted under subtitle B of title II that
6 would prevent the application of consistent practices
7 and procedures relating to—

8 (A) the use of common definitions and
9 terms;

10 (B) performance standards;

11 (C) collection of common participant and
12 program data;

13 (D) common cost categories and cost limi-
14 tations; and

15 (E) except as provided in subsection (c),
16 any other appropriate provisions or procedures,
17 as determined by the Federal Council.

18 (2) REQUIREMENT WITH RESPECT TO WAIVER
19 OF PERFORMANCE STANDARDS.—The Federal Coun-
20 cil may waive a provision of law (or a regulation
21 under such provision) referred to in subparagraph
22 (B) of paragraph (1) (relating to performance stand-
23 ards) under a workforce preparation and develop-
24 ment program only if the State seeking the waiver
25 provides for the establishment of a single, integrated

1 performance measurement system to be used across
2 all workforce preparation and development programs
3 in accordance with section 212(7).

4 (c) LIMITATIONS.—The Federal Council may not
5 grant waivers of provisions of law (or regulations under
6 such provisions) under workforce preparation and develop-
7 ment programs that would alter—

8 (1) the purposes or goals of such programs;

9 (2) the allocation of funds under such pro-
10 grams;

11 (3) any provision of law under such programs
12 relating to public health or safety, civil rights, pro-
13 tections granted under sections 503 and 504 of the
14 Rehabilitation Act of 1973 (29 U.S.C. 793 and
15 794), occupational safety and health, environmental
16 protection, displacement of current employees, or
17 fraud and abuse; and

18 (4) eligibility requirements under such pro-
19 grams, except that the Federal Council may grant a
20 waiver with respect to an eligibility requirement if
21 such waiver would provide for increased flexibility in
22 developing common definitions for individuals eligi-
23 ble for such programs.

1 (d) EXCLUSION OF CERTAIN PROGRAMS.—The Fed-
2 eral Council may not waive provisions of law or regulations
3 under—

4 (1) title IV of the Higher Education Act of
5 1965 (20 U.S.C. 1070 et seq.); and

6 (2) chapter 1 of title I of the Elementary and
7 Secondary Education Act of 1965 (20 U.S.C. 2701
8 et seq.).

9 **SEC. 122. APPLICATION.**

10 (a) IN GENERAL.—A State may, in accordance with
11 the requirements of this Act, submit to the Federal Coun-
12 cil an application in such form and containing such infor-
13 mation as the Federal Council may reasonably require for
14 the purpose of—

15 (1) waiving provisions of law or regulations
16 under workforce preparation and development pro-
17 grams conducted in such State for the 2-year period
18 beginning on the date such application is approved
19 by the Federal Council; and

20 (2) receiving grants and technical assistance
21 under subtitle D to carry out the activities described
22 in section 132.

23 (b) CONTENTS.—Such application shall contain—

24 (1) the unified single State plan developed
25 under subtitle B of title II containing the specific

1 provisions of law or regulations under the workforce
2 preparation and development programs for which the
3 State is seeking a waiver or waivers, including assur-
4 ances that such waiver or waivers will result in ex-
5 panded and improved services to and outcomes for
6 individuals eligible for assistance under such pro-
7 grams;

8 (2) assurances that the Governor of the State
9 has established unified service areas in the State in
10 accordance with subtitle C of title II;

11 (3) assurances that the State has established
12 local workforce development boards in accordance
13 with subtitle D of title II; and

14 (4) assurances that the State has established or
15 will provide for the establishment of community job
16 resource centers in accordance with subtitle E of
17 title II.

18 **SEC. 123. REVIEW OF APPLICATION.**

19 The Federal Council shall review each application
20 submitted by a State under section 122. In reviewing each
21 waiver request contained in each such application, the
22 Federal Council shall seek the input of the member of the
23 Council who has jurisdiction over the workforce prepara-
24 tion and development program to which such waiver re-
25 quest relates. In the case of a waiver request for a

1 workforce preparation and development program under
2 the jurisdiction of a Federal agency not represented on
3 the Federal Council, the Federal Council shall consult
4 with the head of such agency with respect to such waiver
5 request.

6 **SEC. 124. APPROVAL AND DISAPPROVAL OF APPLICATION.**

7 (a) **TIMING.**—The Federal Council shall review each
8 application submitted by a State in accordance with sec-
9 tion 122 promptly upon receipt and shall approve or dis-
10 approve such application not later than the end of the 30-
11 day period beginning on the date the Council receives such
12 application.

13 (b) **APPROVAL.**—The Federal Council may approve
14 an application and grant the waiver or waivers proposed
15 in such application (for the 2-year period beginning on the
16 date such application is approved by the Council), or pro-
17 vide a grant and technical assistance under subtitle D to
18 carry out the unified single State plan under subtitle B
19 of title II, as the case may be, if the State demonstrates
20 in the application that such waiver or waivers, or grant
21 and technical assistance, as the case may be, would
22 achieve coordination, expansion, and improvement in the
23 quality of services under workforce preparation and devel-
24 opment programs.

1 (c) DISAPPROVAL AND RESUBMISSION.—If the Fed-
2 eral Council determines the application is incomplete or
3 unsatisfactory, the Council shall, before the end of the
4 period referred to in subsection (a)—

5 (1) notify the State of the reasons for the fail-
6 ure to approve the application;

7 (2) notify the State that the application may be
8 resubmitted during the period referred to in para-
9 graph (3); and

10 (3) permit the State to resubmit a corrected or
11 amended application during the 30-day period begin-
12 ning on notification under this subsection.

13 (d) REVIEW OF RESUBMITTED APPLICATION.—The
14 Federal Council shall review and approve or disapprove
15 any application resubmitted under subsection (c) begin-
16 ning before the expiration of the 30-day period beginning
17 upon such resubmission.

18 **SEC. 125. REVOCATION OF WAIVER.**

19 If, after approving an application under section 124,
20 the Federal Council finds that the waiver or waivers ap-
21 proved under subsection (b) of such section do not achieve
22 coordination, expansion, and improvement in the quality
23 of services under the workforce preparation and develop-
24 ment programs to which such waiver or waivers relate, the
25 Federal Council may revoke the waiver or waivers in whole

1 or in part, effective at such time as the Council deems
2 appropriate.

3 **SEC. 126. NOTIFICATION OF INSPECTOR GENERAL.**

4 The Federal Council shall notify the inspector general
5 of any Federal agency which has jurisdiction over a
6 workforce preparation and development program for which
7 the Council has approved a waiver or waivers under
8 section 124(b).

9 **Subtitle D—Implementation Grants**
10 **and Technical Assistance**

11 **SEC. 131. AUTHORITY.**

12 The Federal Council is authorized to provide grants
13 and technical assistance to States that have in effect an
14 application approved pursuant to section 124 for the pur-
15 pose of carrying out the single State plan approved in such
16 application.

17 **SEC. 132. USE OF AMOUNTS.**

18 A State shall use amounts received from a grant
19 under section 131 for activities at both the State and local
20 levels to carry out the unified single State plan, including
21 activities that will promote leadership development, profes-
22 sional development, and cross-training of personnel from
23 the affected State and local agencies, team-building, stra-
24 tegic planning, development of new coordination strate-
25 gies, development of computerized management informa-

1 tion systems or labor market information systems, and de-
2 velopment and improvement of the system of community
3 job resource centers under subtitle E of title II.

4 **SEC. 133. ALLOCATION REQUIREMENT.**

5 A State shall provide at least 70 percent of amounts
6 received from a grant under section 131 to the Local
7 Boards in such State.

8 **TITLE II—STATE**
9 **RESPONSIBILITIES**
10 **Subtitle A—State Human Resource**
11 **Investment Council**

12 **SEC. 201. ESTABLISHMENT.**

13 (a) IN GENERAL.—Except as provided in subsection

14 (b), any State that desires—

15 (1) to participate in the development of a State-
16 wide, comprehensive workforce preparation and de-
17 velopment system,

18 (2) to have a unified single State plan approved
19 under subtitle B,

20 (3) to receive a waiver of provisions of law or
21 regulations under workforce preparation and devel-
22 opment programs under title I, and

23 (4) to receive a grant and technical assistance
24 under subtitle D of title I,

1 shall establish a State human resource investment council
2 (in this Act referred to as the “State Council”) in accord-
3 ance with title VII of the Job Training Partnership Act
4 (29 U.S.C. 1792 et seq.) to assist the Governor of such
5 State in developing a coordinated State strategy for
6 workforce preparation and development programs, includ-
7 ing programs for school-to-work transition and lifelong
8 learning.

9 (b) EXCEPTION.—

10 (1) IN GENERAL.—For purposes of satisfying
11 the requirement of subsection (a) with respect to the
12 establishment of the State human resource invest-
13 ment council in accordance with title VII of the Job
14 Training Partnership Act (29 U.S.C. 1792 et seq.),
15 a State may establish such a council that is com-
16 posed of the following individuals:

17 (A) The head of each State agency respon-
18 sible for the administration of Federal
19 workforce preparation and development pro-
20 grams.

21 (B) The director of the State Occupational
22 Information Coordinating Committee.

23 (C) The head of the State agency respon-
24 sible for commerce and economic development.

1 (D) Representatives of both business and
2 industry (representing both small and large
3 business), including members of private indus-
4 try councils established in accordance with sec-
5 tion 102 of the Job Training Partnership Act
6 (29 U.S.C. 1512), selected from among a list of
7 nominees submitted by State and local business
8 organizations and trade associations.

9 (E) Representatives of employees, both or-
10 ganized and non-union. Representatives of orga-
11 nized labor shall be selected from among nomi-
12 nees submitted by State labor federations.

13 (F) Representatives of education, training,
14 and other workforce preparation and develop-
15 ment programs, including—

16 (i) representatives of local educational
17 agencies or associations;

18 (ii) representatives of postsecondary
19 educational institutions, including commu-
20 nity and technical colleges;

21 (iii) representatives of vocational edu-
22 cation institutions or programs;

23 (iv) individuals with knowledge of and
24 qualifications with respect to serving spe-

1 cial populations, including individuals with
2 disabilities; and

3 (v) representatives of local welfare
4 agencies.

5 (2) **ADDITIONAL MEMBERS.**—In addition to the
6 individuals referred to in paragraph (1), the State
7 Council may also include the following individuals:

8 (A) Members of State legislatures.

9 (B) Locally-elected officials.

10 (C) Representatives of community-based
11 organizations.

12 (D) Members of the general public.

13 (3) **ADDITIONAL REQUIREMENT.**—A substantial
14 number of members of the State Council shall con-
15 sist of representatives of business and industry
16 under paragraph (1)(D).

17 **SEC. 202. CHAIRPERSON.**

18 The State Council shall select a chairperson of the
19 State Council from among the members of the Council
20 who are representatives from business and industry.

21 **SEC. 203. DUTIES.**

22 The State Council shall—

23 (1) assess the needs of the State with regard
24 to—

1 (A) current and projected demand for
2 workers by occupation;

3 (B) skill levels of the workforce and the
4 needs of business for a skilled workforce;

5 (C) economic development needs of the
6 State; and

7 (D) the type and availability of workforce
8 preparation and development programs in the
9 State;

10 (2) develop a unified single State plan in ac-
11 cordance with subtitle B for workforce preparation
12 and development programs, which shall include the
13 assessment of needs required under paragraph (1);

14 (3) develop guidelines for the establishment of
15 Local Boards, including criteria—

16 (A) to be used for the selection of members
17 of such Boards; and

18 (B) to measure the effectiveness of such
19 Boards;

20 (4) provide, through the appropriate State
21 agencies, grants and technical assistance to Local
22 Boards in the State;

23 (5) provide a mechanism for waiving State rules
24 and provisions of law with respect to workforce prep-

1 aration and development programs upon request of
2 Local Boards;

3 (6) provide advice to the Governor with respect
4 to the designation of unified service areas estab-
5 lished under subtitle C;

6 (7) develop a strategy on how to use industry-
7 specific skill standards in the development of a
8 workforce preparation and development system, and
9 on how to encourage widespread use of such stand-
10 ards by business, industry, and providers of edu-
11 cation and training; and

12 (8) develop a strategy to collect and utilize in-
13 formation on the effectiveness of workforce prepara-
14 tion and development programs, and that of individ-
15 ual service providers, and to share such information
16 with consumers of such programs (through the use
17 of computer networks, where appropriate).

18 **SEC. 204. ADMINISTRATION.**

19 Each State Council may obtain the services of such
20 professional, technical, and clerical personnel as may be
21 necessary to carry out the duties specified in section 203.

22 **Subtitle B—Unified Single State**
23 **Plan**

24 **SEC. 211. ESTABLISHMENT.**

25 Any State that desires—

1 (1) to participate in the development of a State-
2 wide, comprehensive workforce preparation and de-
3 velopment system,

4 (2) to receive a waiver of provisions of law or
5 regulations under workforce preparation and devel-
6 opment programs under title I, and

7 (3) to receive a grant and technical assistance
8 under subtitle D of title I,

9 shall establish a unified single State plan for the purpose
10 of coordinating services under workforce preparation and
11 development programs. Such plan shall be developed by
12 the State Council, in consultation with the State education
13 agency and the State labor agency, and shall be approved
14 or disapproved by the Governor.

15 **SEC. 212. CONTENTS.**

16 Such unified single State plan shall contain the
17 following:

18 (1) Both short-term and long-term goals, and
19 related strategies, to ensure that workforce prepara-
20 tion and development programs contribute to a co-
21 herent workforce preparation and development sys-
22 tem in the State.

23 (2) An identification of the Federal workforce
24 preparation and development programs to be in-

1 cluded in the State's overall workforce preparation
2 and development system.

3 (3) A description of the State planning, report-
4 ing, and data collection processes for workforce
5 preparation and development programs, including a
6 description of the waivers requested with respect to
7 such processes, which, at a minimum, shall include
8 programs under the provisions of law referred to in
9 subparagraphs (A) through (E) of section 5(7), for
10 the purpose of consolidating such planning, report-
11 ing, and data collection processes.

12 (4) A description of all other waivers requested
13 for provisions of law or regulations under workforce
14 preparation and development programs, which in-
15 cludes the rationale for such requests and assur-
16 ances that the receipt of such waivers will result in
17 improved quality and efficiency of such programs.

18 (5) A description of how individuals eligible for
19 services under workforce preparation and develop-
20 ment programs, especially individuals with signifi-
21 cant barriers to employment, will be served in the
22 State.

23 (6) The types of services to be provided under
24 such programs, including a description of how each
25 individual workforce preparation and development

1 program will support and contribute to the overall
2 mission of the system.

3 (7) The performance measurement system or
4 systems the State will use to determine the effective-
5 ness of such programs. States that elect to establish
6 a single, integrated performance measurement sys-
7 tem for all such programs, should, at a minimum,
8 include the following 4 outcome measurements:

9 (A) Academic competency attainment and
10 gains of program participants.

11 (B) Occupational competency attainment
12 and gains of program participants.

13 (C) Employment or educational continu-
14 ation of program participants.

15 (D) Employment retention and earnings of
16 program participants.

17 (8) A description of the State waivers available
18 to local programs.

19 **SEC. 213. ANNUAL REPORTS.**

20 Any State that desires to participate in the develop-
21 ment of a comprehensive workforce preparation and devel-
22 opment system, and to receive a waiver of provisions of
23 law (or regulations under such provisions) under
24 workforce development programs under title I, shall sub-
25 mit to the Federal Council an annual report which evalu-

1 ates the progress in achieving the goals stated in the uni-
2 fied single State plan.

3 **Subtitle C—Unified Service Areas**

4 **SEC. 221. ESTABLISHMENT.**

5 The Governor of any State that desires to have a uni-
6 fied single State plan approved under subtitle B, to receive
7 grants and technical assistance under subtitle D of title
8 I, and to receive a waiver of provisions of law (or regula-
9 tions under such provisions) under workforce preparation
10 and development programs under title I shall, based upon
11 the recommendations of the State Council, and in con-
12 sultation and cooperation with local communities, ensure
13 the establishment of unified service areas throughout each
14 such State in accordance with this subtitle for the purpose
15 of providing community-wide workforce preparation and
16 development services in such State.

17 **SEC. 222. CRITERIA.**

18 In establishing unified service areas under section
19 221, the Governor, in consultation with local commu-
20 nities—

21 (1) shall take into consideration existing labor
22 market areas, units of general local government,
23 service delivery areas established under section 101
24 of the Job Training Partnership Act (29 U.S.C.

1 1511), and the distance travelled by individuals to
2 receive services;

3 (2) may merge existing service delivery areas;

4 (3) may not approve the establishment of any
5 unified service area that divides existing service de-
6 livery areas; and

7 (4) may not approve a total number of unified
8 service areas which is greater than the total number
9 of existing service delivery areas in that State.

10 **Subtitle D—Local Workforce** 11 **Development Boards**

12 **SEC. 231. ESTABLISHMENT.**

13 (a) IN GENERAL.—The Governor of any State that
14 desires to participate in the development of a workforce
15 preparation and development system, and receive a waiver
16 of provisions of law (or regulations under such provisions)
17 under workforce preparation and development programs
18 under title I, shall, in consultation with local communities,
19 ensure the establishment of a Local Workforce Develop-
20 ment Board (in this Act referred to as the “Local Board”)
21 in each unified service area established under subtitle C.

22 (b) DESIGNATION OF EXISTING WORKFORCE POLICY
23 COUNCILS.—

24 (1) IN GENERAL.—The chief elected officials in
25 a unified service area may designate existing

1 workforce policy councils as the Local Board only if
2 such councils—

3 (A) satisfy the membership requirements
4 under section 232;

5 (B) satisfy the selection criteria established
6 by the State Council; and

7 (C) are capable of performing the duties
8 specified in section 234.

9 (2) APPROVAL OR DISAPPROVAL BY GOV-
10 ERNOR.—The Governor shall approve or disapprove
11 any designation of an existing workforce policy coun-
12 cil under paragraph (1).

13 **SEC. 232. MEMBERSHIP.**

14 (a) IN GENERAL.—The Local Board shall consist
15 of—

16 (1) heads of local agencies responsible for pro-
17 grams under the Carl D. Perkins Vocational and
18 Applied Technology Education Act, the Job Training
19 Partnership Act, the Job Opportunities and Basic
20 Skills Training Program authorized under part F of
21 title IV of the Social Security Act, the Wagner-
22 Peyser Act, the Adult Education Act, and adminis-
23 trators of other workforce preparation and develop-
24 ment programs (as determined to be appropriate),
25 including the local program administrator respon-

1 sible for economic development in the unified service
2 area (consistent with the criteria established by the
3 State Council pursuant to section 203(3));

4 (2) representatives from business and industry,
5 including individuals serving on private industry
6 councils established under section 102 of the Job
7 Training Partnership Act (29 U.S.C. 1512) who are
8 owners of businesses, chief executives or chief oper-
9 ating officers of private businesses, and other busi-
10 ness executives with optimum policy-making author-
11 ity in local businesses, selected from among a list of
12 nominees submitted by local business organizations
13 and trade associations;

14 (3) representatives of employees, both organized
15 and non-union, with representatives of organized
16 labor selected from among nominees submitted by
17 local labor organizations;

18 (4) representatives of educational, social service,
19 and community-based organizations, including indi-
20 viduals nominated by regional or local educational
21 agencies or associations (including vocational edu-
22 cation), community and technical colleges, local
23 school boards, and organizations representing indi-
24 viduals with knowledge of and qualifications with re-
25 spect to serving individuals with disabilities;

1 (5) locally-elected officials; and

2 (6) such other individuals as determined appro-
3 priate by the chief elected officials in the unified
4 service area (consistent with the selection criteria es-
5 tablished by the State Council pursuant to section
6 203(3)).

7 (b) SELECTION PROCESS.—

8 (1) ONE UNIT OF GOVERNMENT.—In any case
9 in which there is only one unit of general local gov-
10 ernment in the unified service area, the chief elected
11 official of such unit shall appoint the members to
12 the Local Board in accordance with the criteria de-
13 veloped by the State Council pursuant to section
14 203(3).

15 (2) TWO OR MORE UNITS OF GOVERNMENT.—
16 In any case in which there are two or more units of
17 general local government in the unified service area,
18 the chief elected officials of such units shall appoint
19 the members to the Local Board in accordance with
20 an agreement entered into by such units and in ac-
21 cordance with the criteria developed by the State
22 Council pursuant to section 203(3).

23 (c) TERMS.—The members of the Local Board shall
24 be appointed for either fixed or staggered terms and may
25 serve until their successors are appointed, consistent with

1 criteria established by the State Council pursuant to sec-
2 tion 203(3).

3 (d) ADDITIONAL REQUIREMENT.—A majority of the
4 members of the Local Board shall consist of representa-
5 tives from business and industry under subsection (a)(2).

6 **SEC. 233. CHAIRPERSON.**

7 The Local Board shall select a chairperson of the
8 Local Board from among the members of the Board who
9 are representatives from business and industry under sub-
10 section (a)(2).

11 **SEC. 234. DUTIES.**

12 Each Local Board, in partnership with the unit or
13 units of general local government within the unified serv-
14 ice area, shall—

15 (1) develop an annual unified local plan, as re-
16 quired under section 235, and submit such plan to
17 the State Council for approval;

18 (2) coordinate workforce preparation and devel-
19 opment programs in the unified service area, which,
20 at a minimum, shall include programs under the
21 provisions of law referred to in subparagraphs (A)
22 through (E) of section 5(7);

23 (3) develop a strategy to measure the perform-
24 ance of programs and individual service providers in

1 the unified service area to determine if the goals in
2 the unified local plan are being achieved;

3 (4) establish a network of community job re-
4 source centers for the unified service area for the
5 purpose of providing a “1-stop shopping” point of
6 entry for individuals desiring to participate in
7 workforce preparation and development programs
8 and similar State programs;

9 (5) receive and use funds from a grant received
10 by the State under subtitle D of title I;

11 (6) promote the adoption of industry-recognized
12 skill standards by local business and industry and
13 education and training providers;

14 (7) submit requests for waivers of provisions of
15 law and regulations under workforce preparation
16 and development programs to the State Council;

17 (8) help develop, as part of the community job
18 resource center, information available and appro-
19 priate for public use on eligibility requirements, the
20 availability, and the effectiveness of workforce prepa-
21 ration and development programs in the unified
22 service area; and

23 (9) carry out such other duties as determined
24 to be appropriated by the State Council.

1 **SEC. 235. UNIFIED LOCAL PLAN.**

2 (a) IN GENERAL.—A Local Board that desires—

3 (1) to participate in the development of a com-
4 prehensive workforce preparation and development
5 system in its unified service area,

6 (2) to receive funds for implementation and
7 technical assistance as provided in subtitle D of title
8 I, and

9 (3) to benefit from the issuance of waivers (as
10 provided for in the State plan),

11 shall, in partnership with the unit or units of general local
12 government within the unified service area, submit an an-
13 nual unified local plan to the State Council for approval
14 by such Council.

15 (b) CONTENTS.— Such local plan shall be consistent
16 with the unified single State plan and shall include the
17 following:

18 (1) Short-term and long-term goals, and related
19 strategies, to ensure that workforce preparation and
20 development programs contribute to a coherent
21 workforce preparation and development system in
22 the unified service area.

23 (2) A description of the Federal, and where ap-
24 plicable, State programs to be included in the uni-
25 fied service area's comprehensive workforce prepara-
26 tion and development system, including a description

1 of how funds used to carry out Federal workforce
2 preparation and development program funds in the
3 unified service area will be utilized.

4 (3) A description of requests for waivers of pro-
5 visions of law (or regulations under such provisions)
6 under Federal workforce preparation and develop-
7 ment programs, the rationale behind such waiver re-
8 quests, and assurances that the use of such waivers
9 will improve the quality and efficiency of the delivery
10 of services in the unified service area, as well as ex-
11 pand and improve such services to individuals eligi-
12 ble for services under such programs.

13 (4) A description of the role of the Local Board
14 in coordinating the efforts of individual workforce
15 preparation and development programs, and in fa-
16 cilitating an agreed upon identification of the roles
17 and responsibilities of individual programs in the
18 comprehensive workforce preparation and develop-
19 ment system.

20 (5) A description of strategies the Local Board
21 will undertake to fully involve local employers, and
22 other consumers, in the development of the
23 workforce preparation and development system, and
24 a description of how such system will be tied to both

1 short-term and long-term labor market and economic
2 development needs in the unified service area.

3 (6) A description of strategies the Local Board
4 will undertake to meet the needs of significant seg-
5 ments of the population, including the economically
6 disadvantaged, welfare recipients, at-risk youth, dis-
7 located workers, individuals with disabilities, and
8 other targeted populations with barriers to employ-
9 ment.

10 (7) A description of the performance measure-
11 ment system that the Local Board will utilize to de-
12 termine if the goals established in the unified local
13 plan are being achieved.

14 (8) A description of how community job re-
15 source centers are or will be established in the uni-
16 fied service area, including—

17 (A) a description of services to be offered
18 at such centers;

19 (B) an identification of the roles of individ-
20 ual workforce preparation and development pro-
21 grams in the operation of the centers; and

22 (C) a description of how the Local Board
23 will expand services at such center to the gen-
24 eral public, including, where appropriate, a de-

1 description of a fee for service structure to be im-
2 plemented by the Local Board.

3 (9) Such other information as requested by the
4 State Council.

5 **SEC. 236. ANNUAL REPORTS.**

6 Each Local Board shall submit to the State Council
7 an annual report that—

8 (1) evaluates the progress in achieving the goals
9 stated in the annual unified local plan developed and
10 submitted under section 235; and

11 (2) evaluates the effectiveness of coordinating
12 services under workforce preparation and develop-
13 ment programs.

14 **Subtitle E—Community Job**
15 **Resource Centers**

16 **SEC. 241. PURPOSE.**

17 The purpose of this subtitle is to encourage the estab-
18 lishment of a network of community job resource centers
19 in each unified service area to—

20 (1) improve access of individuals to workforce
21 preparation and development programs by creating
22 local common points of entry to such programs;

23 (2) better inform individuals regarding employ-
24 ment opportunities, local labor market conditions,
25 and on eligibility requirements, the availability, and

1 the performance of workforce preparation and devel-
2 opment programs; and

3 (3) encourage greater coordination and mini-
4 mize duplication of services among federally funded
5 workforce preparation and development programs.

6 **SEC. 242. ESTABLISHMENT.**

7 (a) IN GENERAL.—Any State that desires to receive
8 a waiver of provisions of law or regulations under
9 workforce preparation and development programs under
10 title I shall ensure, to the extent practicable, that each
11 Local Board, in consultation with a broad range of appro-
12 priate organizations, designates or establishes a network
13 of community job resource centers in the unified service
14 area of such Board to be composed of the eligible entities
15 described in subsection (b).

16 (b) ELIGIBLE ENTITIES.—Any entity or consortium
17 of entities located in the unified service area may apply
18 to be designated as a community job resource center under
19 this section. Such entities may include community and
20 technical colleges, local educational agencies, administra-
21 tive entities under the Job Training Partnership Act, em-
22 ployment service offices, welfare offices, community-based
23 organizations, and other interested organizations and
24 entities.

1 **SEC. 243. DUTIES.**

2 (a) CORE SERVICES.—

3 (1) IN GENERAL.—Each community job re-
4 source center established under section 242 shall
5 make available the following core services to inter-
6 ested individuals in the unified service area in which
7 such center is located:

8 (A) Outreach and intake services for
9 workforce preparation and development pro-
10 grams.

11 (B) A preliminary assessment of the skill
12 levels and service needs of each individual,
13 which may include such factors as basic skills,
14 occupational skills, career development skills,
15 prior work experience, employability, interests,
16 aptitudes, and supportive services.

17 (C) Information relating to local and
18 State, and if appropriate to regional or na-
19 tional, occupations in demand and skills re-
20 quirements for such occupations.

21 (D) Information relating to youth and
22 adult apprenticeship and other school-to-work
23 transition programs.

24 (E) Career counseling and career planning
25 based on a preliminary assessment of the indi-
26 vidual.

1 (F) Employability development services,
2 which may include assistance in the preparation
3 of a resume, job interview techniques, and work
4 department.

5 (G) Information relating to federally fund-
6 ed education and job training programs and
7 student aid programs, including the eligibility
8 requirements of and services provided by such
9 programs.

10 (H) Information relating to workforce
11 preparation and development programs avail-
12 able within the community.

13 (I) Information on how workforce prepara-
14 tion and development programs meet the per-
15 formance standards established by the State.

16 (J) A repository of information on indus-
17 try-recognized skill standards and assessments.

18 (K) Referral to agencies and programs
19 providing literacy services, workforce prepara-
20 tion and development, and supportive services.

21 (L) Worker profiling activities, which shall
22 identify those workers receiving unemployment
23 insurance benefits who are the most likely to be
24 long-term unemployed. Such activities shall be
25 conducted early in the process for claims of

1 such benefits and shall include referral of such
2 individuals to entities providing appropriate re-
3 training and adjustment services.

4 (M) Job listings for local labor market op-
5 portunities.

6 (2) PRIORITY.—In providing core services
7 under paragraph (1), each community job resource
8 center shall give priority to individuals who are eligi-
9 ble for services under any workforce preparation and
10 development program.

11 (b) ADDITIONAL SERVICES.—Each community job
12 resource center may provide the following additional serv-
13 ices to interested individuals in the unified service area
14 in which such center is located:

15 (1) Job search and job placement services.

16 (2) Any additional services with the concurrence
17 of the Local Board.

18 (c) SPECIALIZED EMPLOYER SERVICES.—Each com-
19 munity job resource center may provide customized
20 workforce development services to employers on a fee-for-
21 service basis.

22 (d) ALLOWABLE FEE-FOR-SERVICES.—Each commu-
23 nity job resource center may provide core services under
24 subsection (a), additional services under subsection (b), or
25 specialized employer services under subsection (c), to indi-

1 viduals who are not eligible under workforce preparation
2 and development programs and who are able to afford
3 such services on a reasonable fee-for-service basis to be
4 determined by the Local Board and approved by the State
5 Council.

6 (e) COMPUTERIZED INFORMATION MANAGEMENT.—
7 To the extent possible, the community job resource center
8 should utilize fully computerized information management
9 systems to facilitate access to labor market information,
10 program services, and information on program perform-
11 ance.

12 (f) ADDITIONAL REQUIREMENTS.—In providing serv-
13 ices under subsections (a) through (e), each community
14 job resource center shall ensure that referrals of individ-
15 uals to education or training programs are not based on
16 any financial incentives related to placement of such indi-
17 viduals.

18 **SEC. 244. CONTRIBUTION OF RESOURCES.**

19 Notwithstanding any other provision of law, adminis-
20 trators of local workforce preparation and development
21 programs may contribute staff and other resources for the
22 operation of community job resource centers that would
23 otherwise be used to perform similar services such as those
24 services described in section 243.

1 **TITLE III—CONFORMING**
2 **AMENDMENT TO WAGNER-**
3 **PEYSER ACT**

4 **SEC. 301. CONFORMING AMENDMENT.**

5 Section 7 of the Wagner-Peyser Act is amended by
6 adding at the end the following new subsection:

7 “(e) The local employment service office shall partici-
8 pate in the operation of the community job resource cen-
9 ters established under subtitle D of title II of the National
10 Workforce Preparation and Development Reform Act
11 based on the plan developed by the Local Board under
12 such Act. Local employment service offices may apply to
13 be designated as a community job resource center in ac-
14 cordance with section 242 of such Act.”.

15 **TITLE IV—EFFECTIVE DATE AND**
16 **TRANSITION**

17 **SEC. 401. EFFECTIVE DATE.**

18 This Act and the amendments made by this Act shall
19 take effect on July 1, 1994.

20 **SEC. 402. TRANSITION PROVISIONS.**

21 Each member of the Federal Council, in consultation
22 with the Federal Council, may establish for programs
23 under such member’s jurisdiction such rules and proce-
24 dures as may be necessary to provide for an orderly transi-
25 tion to and implementation of the requirements estab-

1 lished under this Act and the amendments made by this
2 Act.

○

HR 2943 IH—2

HR 2943 IH—3

HR 2943 IH—4

HR 2943 IH—5

HR 2943 IH—6